July 21, 2025

Search Committee
Nevada Department of Education

Dear Members of the Search Committee,

Nevada stands at a pivotal moment in public education, one that calls for both bold vision and seasoned leadership. With a career that spans classroom teaching, statewide policy implementation, and multimillion-dollar program oversight, my unique background bridges the private sector of educational business and the public education system at both the local and state levels. I have spent a significant portion of my career as a key influencer moving work forward and achieving results through collaboration and strategy, often without formal authority over the people doing the work. My ability to align stakeholders toward collective action has been essential, particularly when working with legislators to foster successful policy implementation. These experiences uniquely position me as the right leader at the right time. That is why I am expressing my enthusiastic interest in serving as the next State Superintendent of Public Instruction for Nevada.

As a seasoned educational leader with over two decades of experience spanning classroom instruction, statewide systems design, professional learning, and federal grant oversight, I bring both a deep understanding of Nevada's educational landscape and a forward-looking vision rooted in equity, accountability, and student achievement.

What unites my work is a clear belief: every student deserves access to a high-quality, future-ready education regardless of zip code, background, or learning style. Nevada's schools are as diverse as their geography, and the challenges we face—funding equity, educator recruitment and retention, academic recovery, and data transparency—require a leader who understands the complexity and promise of public education. I am ready to serve in that role.

As Superintendent, I would bring a strategic, collaborative, and results-oriented approach grounded in Nevada's needs and shaped by national best practices. I am confident that my experience working at the intersection of policy, systems leadership, and community engagement has prepared me to lead Nevada's education system into its next chapter with clarity and commitment.

Thank you for your consideration. I welcome the opportunity to further discuss how I can support Nevada's students, educators, and families.

Sincerely,

#### **EXECUTIVE SUMMARY**

Visionary educational leader with more than two decades of comprehensive experience driving statewide initiatives, policy reform, and equity-focused innovation across K–12 systems. Adept at leading multi million-dollar programs, aligning public and private partnerships, and driving systemic improvement through data-informed strategy and inclusive stakeholder engagement. Proven success managing state and international teams, influencing education legislation and scaling professional development for impact. Committed to ensuring every student has access to a high-quality, future-ready education.

#### **CORE COMPETENCIES**

Strategic Leadership | Education Policy | State & Federal Grant Oversight | Cross-Agency Collaboration | Professional Learning | Compliance & Accountability | Charter School Operations | Stakeholder Engagement | Program Implementation | Data-Driven Strategy

#### PROFESSIONAL EXPERIENCE

– | 2024 – Present

#### **Grant Unit Supervisor**

- Lead oversight and administration of state and federal education grant programs as a pass-through entity, ensuring fiscal integrity, compliance with federal regulations, and alignment with the strategic goals of Nevada's public charter sector.
- Manage a high-performing team of grant specialists, providing leadership in operational planning, staff development, and systems improvement to support efficient and compliant fund distribution.
- Cultivate cross-agency relationship with the Nevada Department of Education and charter school leaders to streamline implementation, resolve funding issues, and align shared goals.
- Serve as a policy and compliance advisor on Title programs and other federal and state funding streams, ensuring that school subrecipients meet all reporting, performance, and fiscal requirements.
- Design, refine and implement internal controls, risk assessments, and training systems that support organizational accountability and capacity-building for subrecipients.

## Catapult Learning - Philadelphia, PA | 2023 - 2024

### **Director, Sales Enablement**

 Provide expert guidance to the sales team on curriculum development and instructional strategies, enabling them to effectively position educational solutions that enhance teaching practices and improve student achievement and engagement

- Evaluate market trends and shifs in educational policy to ensure that programs and solutions remained relevant, compliant with state and national standards, and responsive to the evolving needs of schools and districts.
- Work across departments, including marketing, sales, and product development, to ensure that
  educational offerings meet the current and future needs of educators and align with broader market
  and policy trends.
- Partnered with national educational organizations to align initiatives with current educational standards and best pratices, enhancing the reach and impact of programs.

## **NWEA – Portland, OR** | 2009 – 2023

## Director, Professional Learning Success – State and International

- Developed, expanded, and supported professional learning programs for schools and educational institutions at the state and international level.
- Led cross-functional teams to promote professional development initiatives by creating educationally focused marketing materials driving engagement with educators and replicating successful learning models.
- Fostered partnerships with state education departments and school districts to generate large-scale opportunities, driving professional learning programs that directly impact student outcomes.
- Identified and analyzed trends in professional learning, instructional strategies, and school improvement to align offerings with evolving educational needs.
- Established and grew a new business arm, generating \$1.5M in net new opportunities to support school improvement.
- Directed responses to state procurement opportunities, utilizing educational expertise and financial analysis to secure contracts that advance school improvement and professional learning objectives.

#### State Partnership Director - State Relationships, Sales and Accounts

- Led strategic partnerships with state education departments and school districts to implement educational solutions aligned with goals and priorities.
- Managed a \$3M portfolio of educational services, supporting \$13M in additional opportunities.
- Collaborated with state-level stakeholders, including legislators and education policy leaders, to influence educational policy and program alignment.

## **Executive Account Manager - State and Government Partnerships**

- Directed a statewide assessment solution for 140,000+ K-3 students.
- Developed communication strategies for cross-team collaboration and expansion.
- Managed deliverables and cultivated relationships for contract renewal and growth.

## **Senior Professional Development Consultant**

- Designed and implemented professional development aligned with state standards.
- Trained and managed instructional staff across large-scale projects.
- Guided schools in using data for evaluation, instruction, and interventions.
- Directed planning and implementation of professional learning initiatives across districts.
- Delivered in-person and remote PD tailored to educator needs.

## Teach For America – New York, NY | 2008 – 2009

## **Director, Communications and Training – National Assessments**

- Led communications and training for national assessment programs across 10 regions, supporting 500+ teachers.
- Developed training materials and implementation handbooks.

# The Princeton Review – New York, NY | 2002 – 2006

## **Account Manager**

- Managed sales and accounts across the Western U.S.
- Delivered PD workshops on standards-based instruction and curriculum alignment.

#### **Early Career**

## Public School Systems: Clark County SD (NV), Capistrano USD (CA), Santa Ana USD (CA)

- Led the development and implementation of a school-wide behavior management system resulting in 20% reduction in office referrals and fewer suspensions.
- Designed and piloted the "Back on Track" program, an 8<sup>th</sup> grade credit recovery initiative, transitioning 60% of the students into high school within the first year.
- Developed and delivered parent education workshops to increase family engagement and school approval perceptions achieving a ratings increase from 3.5 to 4.5+.
- Co-led the instructional delivery of Beginning Teaching Support and Assessment (BTSA) program to support beginning teachers and reduce attrition.
  - Facilitated new teacher induction and district-wide professional development for over 2,000 educators and support staff.
  - Provided coaching and formative evaluations that improved classroom effectiveness and retention among beginning teachers.
- Promoted higher-order thinking and communication skills through thematic instruction and multi-intelligence approaches.
- Contributed to district reading program review and curriculum alignment to support standardized assessment performance.

#### **EDUCATION**

Master of Science, Educational Administration – National University, San Diego, CA Teaching Credential, Education – Concordia University, Irvine, CA Bachelor of Arts, Psychology – California State University, Fullerton, CA

#### **CREDENTIALS**

- Supervisory Management Certificate, University of Nevada, Reno
- Human Resource Management Certificate, University of Nevada, Reno (In Progress)
- Certified Professional Coach, Institute for Professional Excellence in Coaching
- Associate Certified Coach, International Coaching Federation
- · Certificate of Eligibility Administrative Services Credential, California
- Clear Multiple Subject Teaching Credential, California

#### TRAINING AND PROFESSIONAL DEVELOPMENT

- International Coach Federation Leadership Coaching
- The Center for Cognitive Coaching Polarity Management Training, Advanced Cognitive Coaching
- The Institute for Professional Empowerment Coaching Professional Coach Training
- Advanced Training in Differentiated Instruction USC Rossier School of Education
- Empowering People Positive Discipline

#### **PUBLICATIONS AND PRESENTATIONS**

- The Power of Coaching, ASCD Conference
- Test Prep that Works
- Fitting It All In: Making the Most of the Time in Your Classroom
- Classroom Management at its Best

# **Professional References**

## Dr. Mary Pierczynski

Former Superintendent Carson City School District Phone:

Email:

Relationship: State-level collaborator

## Ms. Elizabeth Miller

Director of Sales, Advanced Learning Partnerships

Phone: Email:

Relationship: Former Supervisor, K-12 Innovative thought partner and

collaborator

## Vision for Leadership as Nevada State Superintendent of Public Instruction

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## **Building Departmental Efficiency & Capacity**

At the core of this vision is the urgent need to build internal capacity and operational efficiency across the Department of Education. By improving communication, streamlining processes, and fostering cross-departmental collaboration, we will create a culture where staff are valued, supported, and given room to grow. A strong, coordinated internal team is foundational to ensure the department serves schools and students with excellence. This focus on internal efficiency will empower NDE to better support districts and students statewide.

#### **NDE as a Trusted Partner to Educators & Districts**

Districts deserve a state agency that supports, not hinders, their work. My commitment is to reposition the Department as a true partner to LEAs by building trust, transparency, and responsiveness. Together, we will co-create strategies that uphold high standards while allowing for local flexibility and autonomy. I will work closely with the Governor's Office and state legislators to shape policies that prioritize student outcomes while supporting flexible, locally driven implementation.

#### **Competency-Based Learning and the Competitive Advantage**

Nevada's Commission on Innovation and Excellence calls for a transformative shift toward competency-based education (CBE), where mastery of skills, not seat time, determines student progress. As Superintendent, I view CBE not only as a path to personalized learning but as a competitive advantage for Nevada. By building strong early learning foundations and guaranteeing access to high-quality programs for our youngest learners, every child can enter school ready to thrive. On the other end of the continuum, expanding and strengthening college and career pathways allows students to demonstrate real-world skills and graduate with both purpose and preparation. These systems create agile learners who are better equipped to meet the demands of Nevada's evolving economy, making our state a leader in workforce readiness and educational innovation.

#### **Strengthening Talent Pipelines & Educator Effectiveness**

The Commission spotlights the need for building educator capacity, from recruitment, preparation, to leadership. I will align teacher pipeline policies with state goals, partner with preparation programs, and leverage innovative partnerships and practices to equip educators with the tools and opportunities to promote individual and collective success.

#### **Leveraging Strategic Partnerships**

Critical to Nevada's transformation is the development of next-generation partnerships that advance both student success and educator sustainability. This includes expanding career pathway collaborations that connect PK–12, higher education, and industry, as well as forging strong alliances that address Nevada's pressing challenges in teacher recruitment and retention. As Superintendent, I will collaborate with the Governor's Office, Legislature, and education partners to shape policies that promote rigor and innovation while honoring local autonomy. These strategic relationships will allow us to scale what works and build trust across the system, so every Nevada student is prepared for success after graduation.

## **Moving Forward Together**

This is a moment that requires both courage and humility. My approach is grounded in listening, acting with urgency, and building systems that reflect the best of what Nevada can offer. As State Superintendent, I will work every day making sure our systems support our people, and that together, we are delivering on the promise of a world-class education for all Nevada students.